



SECURITAS UK

Gender pay gap report

April 2019



Gender pay gap: introduction



- The data in this report is the snap shot data as at 5 April 2018
- Securitas continues to lead the transformation of the security industry, delivering risk-based security and fire safety solutions which flex to meet changing client needs.
- The promise we make to our clients to keep their people, property and assets safe, combined with our core values of integrity, vigilance and helpfulness, contributes to a safer society and is shaping the security of tomorrow.
- As a UK Superbrand, a certified Top Employer and the only global security company to be recognised by the Living Wage Foundation, we've made a commitment to pay our Security Officers the real living wage by the end of 2020.
- Securitas is committed to equal opportunities, and working hard towards a gender balanced workforce. Our gender pay gap report reflects this commitment and details the statutory disclosures regarding gender statistics and pay data.



What's the difference between equal pay and the gender pay gap?

Equal pay

Men and women will be paid the same for like work

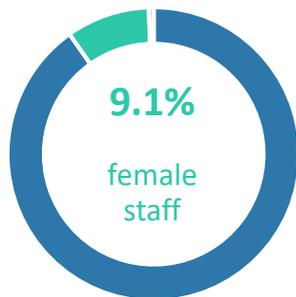


Gender pay gap

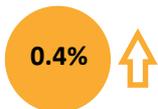
Is the difference between the gross hourly earnings of men and women



Lowest quartile



■ Male



On previous year

Lower-middle quartile

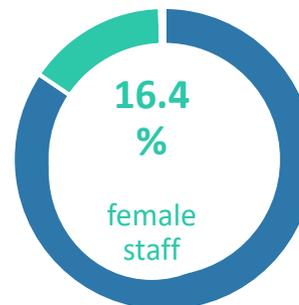


■ Male



On previous year

Upper-middle quartile

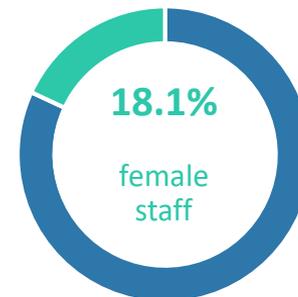


■ Male



On previous year

Upper quartile



■ Male ■ Females



On previous year

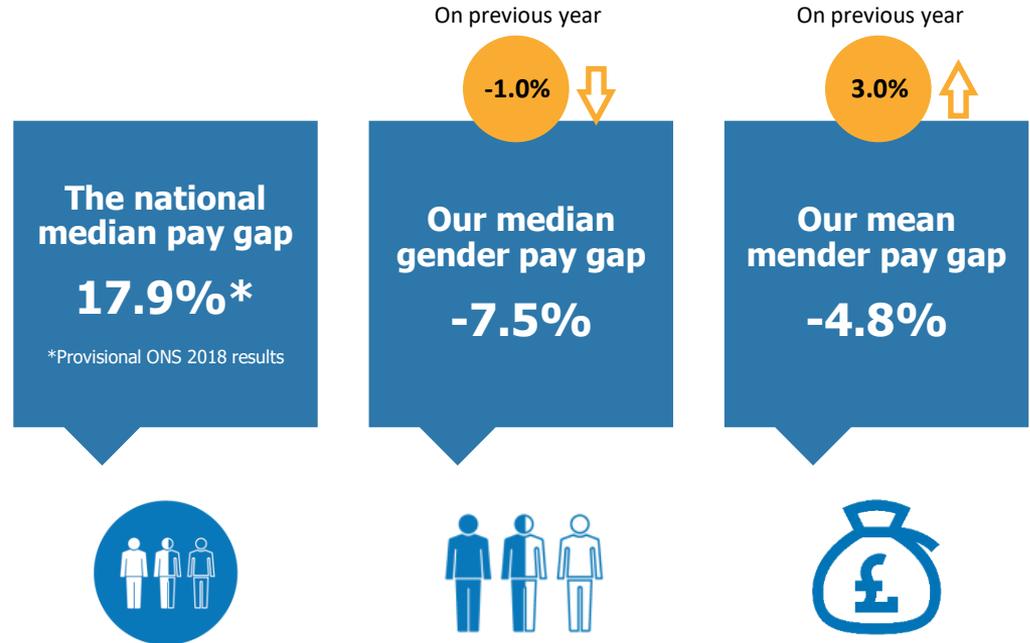
The median gender pay gap by quartile

Lowest quartile	0.4%
Lower middle quartile	-0.3%
Upper middle quartile	-1.2%
Upper quartile	1.3%

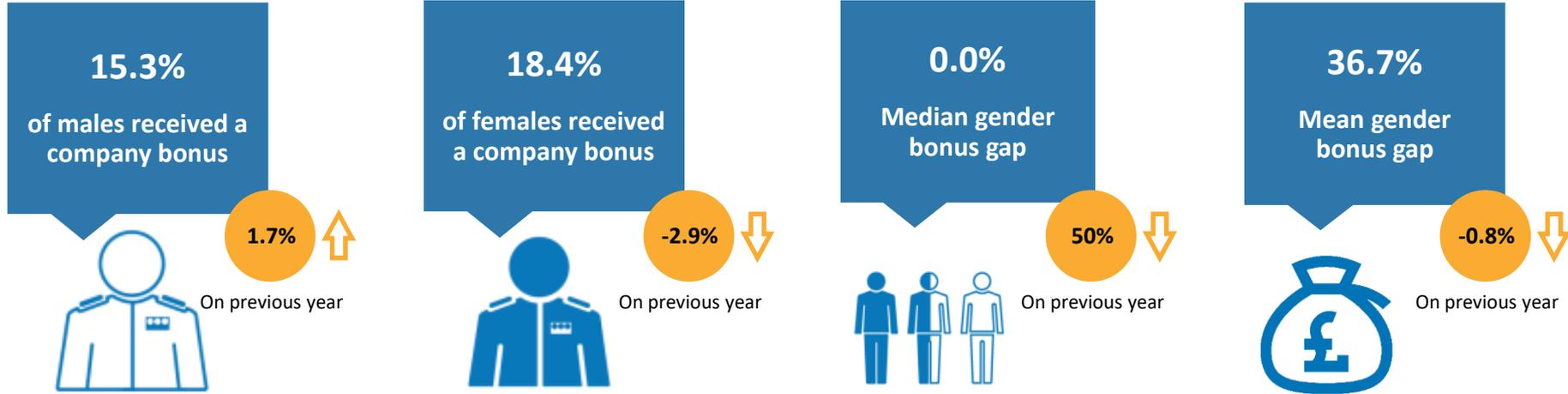
Pay quartile, gender pay gap



- **The Gender Pay Gap** is the difference between the gross hourly earnings of men and women
- Overall, there has been a 0.5% drop in the national median pay gap
- At Securitas, there is a 4.8 % mean pay gap and a 7.5 % median pay gap in favour of women
- Our mean pay gap whilst still in favour of women has improved by 3%, closing the gap, bringing us closer to having no gender pay gap.



Bonus pay, gender profile



Bonus summary

Securitas have no gender pay gap in respect of the median for bonuses. There is a 50% decrease on the median gender pay gap this year, which was in favour of men last year. We acknowledge we have work to do regarding the mean gender pay gap in respect of bonuses, although we have made progress by decreasing the gap this year. The mean gender pay gap remains significant at 36.7%, we attribute this to a high proportion of our male workforce in grades eligible for bonus or commission who are in operational or sales roles. Females of similar grades are in administration or support function roles, which are whilst the same grade are ineligible for bonus.

The majority management including the executive is made up of men, therefore the gap in bonuses arises out of the lower number of women in management at Securitas. There is an informal practice across the company of giving small discretionary reward vouchers to those not in the formal structured bonus scheme, and a higher percentage of women receive these rewards.

Gender pay gap report findings



- Further to last year's report, we can confirm that for another year, there is no gender pay gap in favour of men at Securitas
- Overall we have decreased the gap between women and men to create greater equality, although statistically, there is still a slight gap in favour of women
- We believe that our lowest and upper quartile has seen a switch in the median pay gap for 2 main reasons, one being women are under represented in all quartiles, but particularly in these 2 quartiles, secondly specific to the lower quartile, our living wage service provider commitment means that where our employees were paid minimum wage previously they will now be on the Securitas Living wage (20p above minimum wage) or they will be on the living wage
- Where we know women are under represented this has an impact. The gap in reality is just 3 pence per hour, and we continue to push to eradicate the gap completely
- Our commitment to the real living wage is paying off, as we now have 57% of our employees on this and aim to have 100% by the end of 2020.

- Since we reported for the first time last year we have put more resource in to helping to develop the industry and make it a more attractive option for women, where historically it has been an industry that has mostly attracted men.
- We committed last year to all vacancies being advertised on our website, we have put in place the governance to ensure this happens with every vacancy.
- We have worked with an advertising agency to ensure our recruitment advertising appeals to both sexes.
- In the last 12 months we have been accredited as a Top Employer, the rigorous accreditation process helps us be at the forefront of best practice.
- Going forward we will continue with our fantastic work in this area, we will be pushing ahead with our diversity project plan and try to be a truly gender neutral organisation where all employees can come and thrive and be treated fairly regardless of whether they are male or female.



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SECURITY
OF TOMORROW

